

Shelby County Law Enforcement Personnel Board
Regular Meeting
November 18, 2014, 6:30 p.m.

Chairman Donaldson called the monthly meeting to order in the County Services Building and asked Mr. Weatherford to give the invocation.

Board members and staff present were Mr. Donaldson, Mr. Brasher, Mr. Martin, Ms. Kimbrough, Mr. Weatherford, and secretary Lucy Womac. Guests welcomed were Chief Deputy John Samaniego and Capt. Chris George.

Mr. Martin moved to approve the minutes of the October 23 regular meeting, and October 27 and November 6 special meetings. Mr. Brasher seconded the motion and it carried.

OLD BUSINESS

Upcoming projects were discussed. Ms. Cindy Forehand had told Chairman Donaldson that packaging projects together would save the Board twenty percent, although the new proposal amounts rose due to rate increases across the board for all customers. In response to Ms. Kimbrough's questions, Chief Samaniego replied that Auburn University – Montgomery Center for Business is the only organization in the state that does this type of work; anyone else traveling farther would be more expensive. AUM can be directed to gather information from agencies comparable to this Sheriff's Office, while using assessors from a large enough area to ensure they are not familiar with the candidates. Subject-matter experts are trained by AUM to do the assessments, with the Sheriff's Office paying assessors' expenses. AUM utilizes the law enforcement manual and policy and procedures book to create exams tailored to fit the agency. As part of the Division Commanders' jobs, they update the policies at least annually.

Mr. Martin asked how many sheriff's departments in Alabama are using AUM. Chief answered that many agencies hire former AUM employees to work in-house as full-time assessors; some test more often due to high turnover rates. He emphasized that the Shelby County Sheriff's Office would like to continue using AUM due to their track record. Ms. Kimbrough stated she wants to get the best bang for the money because of the Board's limited funding. Mr. Martin agreed that until the Board has a raise in its allotment, it will not be able to do what it would like to do but what it can afford. Chairman Donaldson said that with the loan paid off, now there will be money for testing. He pointed to AUM's foundation work done over the years of building the job descriptions through interviews and questionnaires; with anyone else starting over, that would be a hard cost.

Capt. George opined that personnel boards make agencies accountable in hiring for entry-level positions. He offered to show Ms. Kimbrough a flow chart of the Sheriff's Office supervisory structure.

Concerning a rewrite of the LEPB Rules, it was noted that a number of changes need to be made, including requiring at least one year of service before testing for promotion.

NEW BUSINESS

Mr. Weatherford moved to approve the secretary's time sheets. Ms. Kimbrough seconded the motion and it passed.

Deputy Lee Stockman had requested a waiver on the fitness test and to retain his two percent incentive. He had sustained a leg injury while training and received worker's compensation. It was agreed that his inquiry was in line with set precedent. Deputy Mark Hughes will not retain the incentive, as he was released from his doctor after surgery in the spring and could have taken the last fitness test.

The IPMA invoice was tabled until credit was given arrives for returning unused tests.

As FYI, there were ten step raises due in December which had been signed by the Sheriff.

The members agreed to hold their next regular meeting on Thursday, December 11, pending availability of the smaller conference room at the Training Center in Columbiana.

With no further business, the meeting was adjourned by motion of Mr. Weatherford.

Minutes approved by:

Randall W. Donaldson, Board Chairman

Bill M. Martin, Board Secretary

Teddy R. Brasher

Bruce P. Weatherford

Julia C. Kimbrough